



A 501(c)(3) nonprofit organization
Founded in 2020

ANNUAL REPORT

**“Providing a
Veterans Network
Navigation Wrap
Around Services
Hub Across
All of Idaho”**



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TOGETHER IS BETTER

MISSION

VALUES

VISION



Idaho Veterans
CHAMBER of
COMMERCE

Our Mission

To provide wrap-around navigation services and operate a statewide network resource hub connecting veterans, military-serving members, and their families to trusted support across education, housing, entrepreneurship, workforce, and family & wellness.

Our Vision

is to bridge the gaps by building strong sustainable partnerships deeply rooted within the Idaho and Military communities through collaboration and connection. We build and maintain partnerships & relationships with businesses, agencies, associations, organizations, and nonprofits to provide pathways for veterans, military serving, and their families to find *the right resources every time.*

Our Values

Valor – To honor those that have served and continue to serve
Empathy – For the sacrifices that have been endured
Timely – In providing navigation services to our community
Encouraging – Our members where they are and supporting their journey
Respect – For individual experiences without bias
Achievement – Ensuring pathways lead to successful outcomes
Navigate – Connecting our members to the right resources

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Membership & Networks

2,715 total members in the Idaho Veterans Chamber of Commerce ecosystem. These figures represent unduplicated contacts across multiple roles and engagement points, reflecting the Chamber's integrated navigation model. The Network is comprised of individuals, businesses, employers, partners, sponsors, volunteers, and community stakeholders engaged through navigation services, events, programs, collaboration, connection, and partnerships.

Our membership includes:

- 1,000+ Veterans, military-serving members, spouses, and families
- 400+ Veteran and spouse business owners
- 250+ Employers committed to veteran-inclusive hiring
- Community partners, sponsors, patriots, and volunteers

Many members engage in multiple roles across our ecosystem as career seekers, entrepreneurs, employers, mentors, and advocates reinforcing the Chamber's navigation model and reducing duplication of services across Idaho's veteran support landscape.

This interconnected network enables the Chamber to deliver coordinated, efficient, and person-centered navigation services across education, workforce, entrepreneurship, housing, and family and wellness pathways.

The Idaho Veterans Chamber of Commerce operates a FREE statewide veteran focused navigation network hub, coordinating one of Idaho's most comprehensive ecosystems of support for veterans, military serving members, and their families.



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A Message From Our Founder

Dr. Mindi Anderson

Executive Director/President & Founder



In 2025, the Idaho Veterans Chamber of Commerce took deliberate steps to strengthen not just our programs, but the infrastructure required to sustain and scale impact. As our reach expanded across education, workforce, entrepreneurship, housing, and family and wellness navigation, it became clear that growth would require difficult, disciplined decisions rooted in long-term stewardship.

Together Is Better is more than a belief. It is the framework that guides how we lead. We do not duplicate services. We navigate systems. Just as importantly, we continually assess whether our internal structure is aligned to responsibly support the communities we serve. The outcomes you will read about were made possible through a growing network of partners, staff, and the trust of funders who believe in collaboration over fragmentation.

As part of preparing the organization for its next phase of statewide growth, we made strategic leadership and staffing decisions designed to build capacity, strengthen accountability, and ensure financial sustainability. They reflect our commitment to stewarding resources wisely and aligning our team and governance structure with the scale and complexity of our mission.

Philanthropic and grant funding played a critical role in enabling this progress. Funding was not simply applied to services; it was strategically invested in navigation capacity, partnership coordination, and systems that reduce duplication and increase outcomes.

Looking ahead, we are focused on strengthening what works and building what's next: launching structured mentorship services, formalizing additional Command Post chapters across Idaho, and continuing to invest in governance and leadership development to support responsible expansion. These efforts ensure that as demand grows, our ability to deliver impact grows with integrity and intention.

The Idaho Veterans Chamber of Commerce exists because collaboration delivers results. Veterans, service members, and their families deserve clear pathways—not confusion—when transitioning to civilian life. By uniting funders, partners, employers, educators, and community leaders, we create connections that open doors to education, workforce opportunities, housing, entrepreneurship, family support, and wellness services that last. That is something I am very proud of, and all members of the Idaho Veterans Chamber of Commerce Network should be proud of too.

Thank you for being an integral part of IDVCCs journey and for making a lasting impact on the lives of those who have dedicated themselves to our country.

Navigation Services



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Education

Connecting veterans and families to education benefits, training, certifications, and postsecondary pathways.

Workforce

Supporting career seekers and employers through counseling, SkillBridge, apprenticeships, and placement pathways.

Entrepreneur

Linking veteran and spouse business owners to advising, capital readiness, mentoring, and growth resources.

Housing

Navigating home ownership, rental support, repairs, and housing stability solutions.

Family & Wellness

Connecting individuals to mental health, physical wellness, financial stability, and morale-building resources.

**We Don't
Duplicate...
We navigate!**



TOGETHER IS BETTER

ABOUT NAVIGATION SERVICES

On average, 6 hours are spent within each navigation service request guiding our veterans, military serving, and their families towards resources. Average cost per navigation service request is \$180.00

Included in those 6 hours

- 01 Intake**
An initial intake session that allows the navigation team to get to know the member and learn more about the need to then determine which navigation pathway they will take.
- 02 Support**
Supporting navigation pathways such as career opportunities, business launch and growth, housing benefits, and repairs, exploring the right education benefits, and so much more.
- 03 Resource Review**
A review of all the resources we have in our toolbox navigating towards or providing tools, mentorship, or resources, and connections.
- 04 Collaboration and Connection (Navigation)**
Introduction emails and registration links to connect them to the resources or people within the communities they live in.
- 05 Navigational Beacon**
Follow up to make sure they get the answers they need or are still on the right path, to let them know we are here as a NAVIGATIONAL BEACON to help redirect if needed.
- 06 Ongoing Support**
Continue to provide information to attend workshops or events they would benefit from.

Each request is unique and different that takes different pathways. Some are directed to veterans resources, some are directed to Idaho community resources, and some are navigated to both.

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Navigation Services Impact

1 Jan 2022 - 31 Dec 2025



Entrepreneur Outcomes

- Provided navigation services, outreach, training, and support to **800+ business** advisement for members with tools to start or grow their businesses. and connected them to resource partners.
- Hosted 90+connection events, masterminds, contracting coffee chats, and workshops.
- **420 businesses** registered on the Veteran and Spouse Business Directory for Idaho.
- Hosted Business Start Up, Growth, and Pitch Incubators serving 100+ business owners



Education Outcomes

- Supported **245** members in finding education benefits and programs to support learning goals through navigation services, outreach, and connection to opportunities.
- Host of the one only Annual Education Partner Summit at schools across Idaho with record-breaking attendance both in person and online. Preparing for Summit in Lewiston in 2026



Workforce Outcomes

- Provided navigation services, outreach, and support to **629** career seekers and Skillbridge Transitioning Service Members and their families.
- Provided 543 contacts with community outreach employer support.
- Placed our first **3 Apprenticeship** Pathways for Military in Transition to utilize education benefits with local employers.
- Supported the pursuit or placement of **179 SkillBridge** transitioning service members. Saved employers up to \$16+Million in personnel cost savings
- Hosted 20 Employer/Career Seeker Coffee Chats
- Continue to be an Employment Navigator Program Partner with the U.S. Department of Labor.

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Navigation Services Impact

1 Jan 2022 - 31 Dec 2025



Housing Outcomes



- Completed **11 home repair projects** or moves for veterans and their families.
- **Raised \$170,000+** towards housing initiatives (Tiny Homes & Home Repairs)
- Completion of the build of the first two Idaho Veterans Tiny Homes with West Ada School District Technical Education Center Students - Completion Dec 2025.
- Provided navigation services, outreach, and support to **231** home buyers or coordinated home repair requests.
- Partnered with the Idaho Associated General Contractors and Paul Davis and the many sponsors who have **donated 40 sheds** to Veterans and Veteran Service Organizations

Family and Wellness Outcomes



- Supported several Veteran Service Organizations in their efforts to carry out their mission through donations, fundraising, and event support.
- **Donated \$25k+** to Veteran Service Organizations to include in-kind Donations.
- Provided 360+ recommendations, connections, or introductions to people and/or resources within our network to support the needs of the Idaho and Military Community.

TOGETHER IS BETTER

THE FIRST TWO VETERANS TINY HOMES ARE COMPLETED!

The homes will be donated to a Veteran or Spouse Farmer or Rancher in 2026 through an application and selection process. This initiative addresses workforce housing shortages while creating hands-on career pathways for students and long-term stability for veteran families.



Our first two homes were built by the West Ada Career and Technical Education Center



Thank you to our Sponsors, Donors, and major contributors for helping us launch this project.

Idaho Association of General Contractors | West Ada Career and Technical Education Center | John Borbonus Foundation | Idaho Housing Finance Association | Tito's Handmade Vodka | American Rooter and Drain | HDR Engineering | The Laura Moore Cunningham Foundation

**BREAKING
NEWS**

Learn More at www.IdahoVeterans.org/TinyHomes
Email us at Housing@IdahoVeterans.org

In 2026, we are bringing on a 2nd CTE Program to Build Tiny Homes from COSSA Highschool in Wilder, Idaho



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2025 Champions of Freedom Awards

Housing Partner of the Year - Idaho Associated General Contractors

Entrepreneur Partner of the Year - BSU College of Innovation and Design

Education Partner of the Year - Leap Fox Learning

Family and Wellness Partner of the Year - Mountain Home Spouses Club

Workforce Partner of the Year - ID Dept. of Labor (Denise Spring - Idaho Falls)

Veteran Business Owner of the Year - Recon Overland and Offroad

Supporter of the Year - Sparklight

Veteran Resource Organization of the Year - VFW District 5 Honor Guard

Ambassador of the Year - Kerry Greenwald (Creekside Mortgage)

Veteran and Family Employer Network - Concrete Cure

Executive Director's Award - Kim Bird (VAREP)

CONGRATULATIONS

Congratulations 2025 Shark Tank Business Pitch Winners!

These recognitions underscore the power and impact of cross-sector collaboration across Idaho's vibrant veteran ecosystem.



1st Place
DNA Innovations



2nd Place
Crutch Carries



Crowd Favorite
Battlespace Idaho

Thank you to our Pitch Judges...
Cara Van Sant - Boise State University
Simon Avalos - Swire Coca-Cola
Scott Schlange - KeyBank
Dr. Trillitye Paullin - Free to Feed
Marie Baker - Small Business Development Center

2025 Highlights



Construction Combine

Amazon Donations!!



**Valor Pointe Holiday
Christmas Giving!**





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OPERATION “FREEDOM CROSSROADS”

***This rendering is conceptual in nature, and no plans or land have been selected at this time.

- 5 Acres of Land
- 43 Tiny Home Units w/Sheds
- **Community Center:** Kitchen, Gym, Dayroom, Computer room, conference room, office, Gazebo.
- Pathway for walking around the perimeter of village
- Parade Grounds



***This rendering is conceptual in nature, and no plans or land have been selected at this time.



HDR

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Thank you HDR Engineering for Bringing the Tiny Homes Village to Life

What's Ahead for 2026?

Looking ahead, we are building for the future through sustainability, thoughtful expansion, and innovation—powered by collaboration and community support.

STRATEGIC PRIORITIES

- Deepening statewide collaboration to amplify impact through a unified navigation ecosystem
- Investing in board and committee leadership to support scalable, mission-aligned governance
- Scaling the Command Post model to strengthen regional access and statewide reach
- Strengthening sustainable funding through value-driven partnerships and diversified revenue

GOALS

- Expand veteran workforce housing solutions
- Grow employer and industry engagement
- Strengthen education and career pathways
- Increase rural and agricultural outreach
- Scale veteran and family support services
- Build long-term organizational sustainability
- Elevate awareness and advocacy across Idaho



We Don't Duplicate - We Collaborate & Navigate

JOIN US IN STRENGTHENING IDAHO'S VETERAN ECOSYSTEM

Our mission thrives because of those who choose to get involved. Whether you give your time, lend your expertise, or invest in our services or networks, you help bridge the gap between Idaho and the military families who call our state home.

GIVE TIME

1

- Serve as an Ambassador or Mentor
- Volunteer at Programs & Events
- Champion Our Mission in Your Community



SHARE YOUR TALENT

2

- Support us in Grant Writing
- Join a Committee and share your talents to help us thrive and grow!
- Become a Committee Chair



INVEST TREASURE

3

- Become or Renew a Sponsor
- Join as a Member
- Contribute to Campaigns
- Sponsor Events
- Donate Auction Items
- Offer Grant or Beneficiary Opportunities
- Explore Custom Partnerships



"Success is not the final destination, and failure is not the most dreadful result, what truly counts is the courage to continue pushing ahead."

CREEKSIDE MORTGAGE INCORPORATED



Ready to make a real difference?

Become an Ambassador and Build Capacity
Across Idaho.

LEARN MORE



www.idahoveterans.org/ambassador



Admin@IdahoVeterans.org



VOLUNTEER

LET US HELP OTHERS



So many ways to get involved in projects or events across Idaho. Volunteers make the difference in successfully caring for Idaho's Veterans and their families.

- Event Support
- Housing Projects (Moving, painting, housekeeping, etc.)
- Marketing
- Grant Writing
- Career Mentor
- Business Owner Mentor
- Any support needed

Contact us at
www.IdahoVeterans.org | Admin@idahoveterans.org



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We Are Seeking **BOARD MEMBERS**

**SERVICE
HONOR
IMPACT**

SERVING THOSE WHO SERVED

The Idaho Veterans Chamber of Commerce is recruiting passionate, purpose-driven leaders to join our Board of Directors.

Our Board plays a critical role in shaping strategy, expanding statewide impact, and strengthening Idaho's military-connected economy. If you believe in service beyond self and want to help veterans, service members, and military families thrive - Connect with us!



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We are grateful for every partner who invests in collaboration over duplication.

THANK YOU TO OUR GRANT PARTNERS



THANK YOU TO OUR EVENT AND MEMBERSHIP SPONSORS



THANK YOU TO OUR DONORS



Idaho Veterans Chamber of Commerce

2026

Scheduled Events



Idaho Veterans CHAMBER of COMMERCE

Giving Opportunities

May 4th - 7th
Idaho Gives

November 9th
Kegs for a Cause

December 8th - 31st
Avenues for Hope - End of Year Giving

Are you interested in.....

- Event Sponsorship?
- Donating raffle/auction/In-Kind Services or Items?
- Being a campaign giver?

Event Sponsorship Opportunity Levels Vary from \$250.00-\$15k

Find us Across the State or Virtually!

(208) 917-9977

Admin@idahoveterans.org
www.IdahoVeterans.org/Events

Education Partner Summit
March 10th - 12th
Lewis Clark State College/Virtual
Lewiston, Idaho

Free Day of Kids Play (Tentative)
April 25th
Honoring The Month of the Military Child
Ann Morrison Park, Boise ID

Construction Combine
April 28-29th (Meridian - Home Depot)
Veterans Shed Giveaway

6th Veterans Salute Golf Tournament
June 23rd - 9 AM Shotgun
Shadow Valley, Boise ID

Cascade Golf Tournament
Co-hosted with VAREP
July 24th - 8 AM Shotgun
Cascade, ID

4th Annual Military Heritage Ball
September 11th - 5:00 - 9:00 PM
Boise Centre, Boise ID

Shark Tank Business Pitch Competition
November 4th - 4:00 PM
During SBA National Veteran Small Business Week
Boise State University - Venture College

Veterans Christmas Drop - Valor Pointe
December 22nd
Nampa, ID

4th Annual Champions of Freedom Awards Dinner
January 28th, 2027
Galaxy Event Center - Meridian ID

Learn more about our events at [IdahoVeterans.org/Events](https://www.IdahoVeterans.org/Events)